



Behavioral Health Workforce Education and Training

Workforce Education and Training Outcomes

Community Policy Advisory Committee

Funded by Prop 63, the Mental Health
Services Act

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Administrative Manager
December 18, 2014





50% of WET funds were utilized by counties for local efforts. The other 50% was utilized for statewide programs.

- Local planning money approved in July 2007 – \$754,000
- One time only funding approved in April 2008 – \$712,000
- San Bernardino County received \$10.8M for the 10-year plan that was approved in August 2008
- Department of Mental Health (DMH) Information Notices 07-06, 07-14, and 08-13 provided guidelines for the Workforce Education and Training (WET) implementation



Master Workforce Builders Presents...

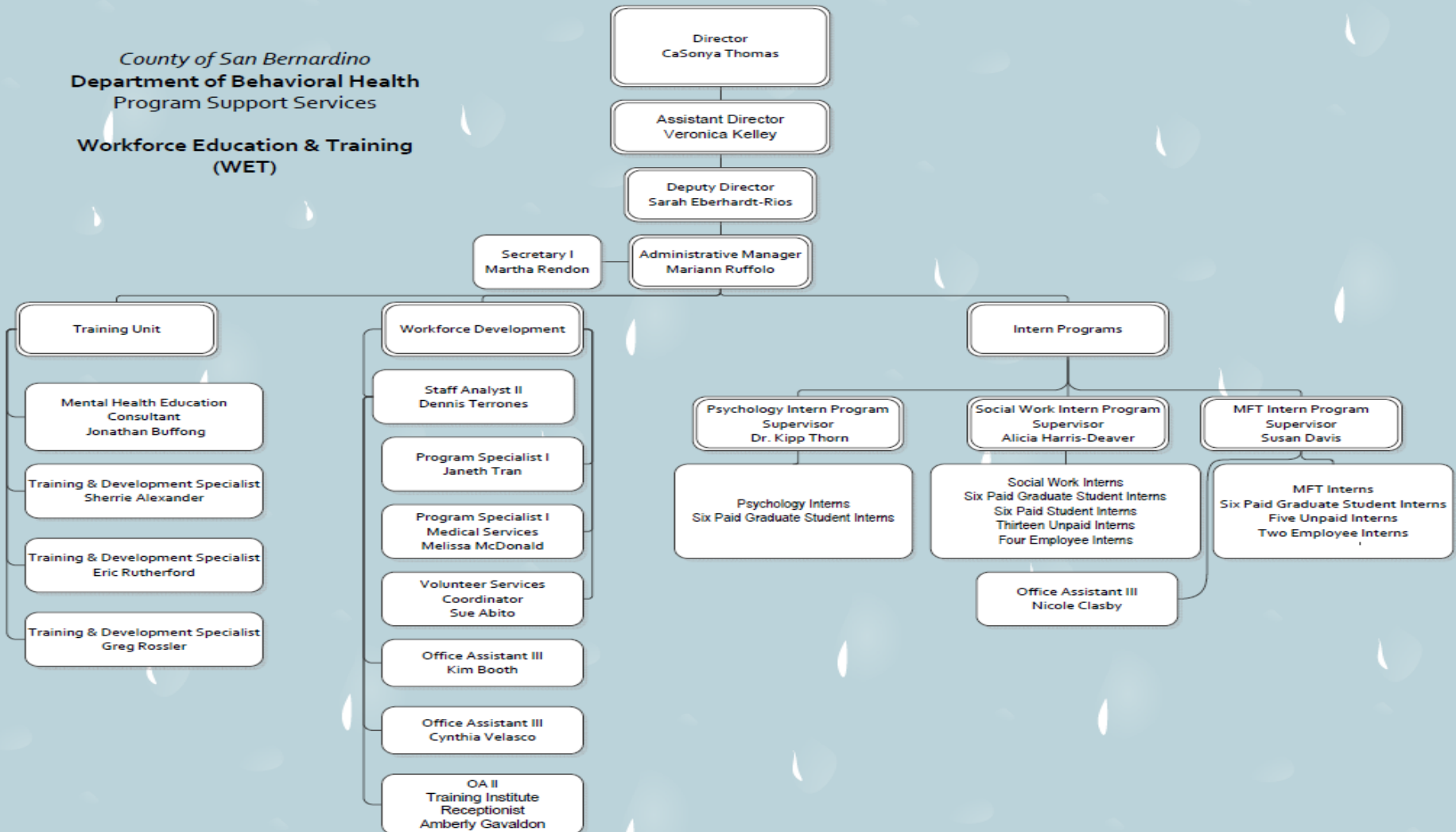




Workforce Needs Assessment Findings:

- Many pre-licensed staff
- Lack of bilingual staff
- Hard to fill positions
 - 10% threshold
- Loss of staff to state prison system
- Not a high number of staff close to retirement

1. Expand Existing Training Program
2. Training to Support the Fundamental Concepts of Mental Health Services Act (MHSA)
3. Develop Core Competencies
4. Outreach to High School, Community College, Adult Ed and Regional Occupational Program (ROP) Students
5. Leadership Development Program
6. Peer and Family Advocate Workforce Support Initiatives
7. Expand Existing Internship Program
8. Medical Education Program (formerly Psychiatric Residency Program)
9. Scholarship Program
10. Increase Eligibility for Federal Workforce Funding (Mental Health Professional Shortage Area)



Rev 12/03/2014

Overview of Local Initiatives:

- Training Institute
- Technology
- Training to Support the Fundamental Concepts of MHSA
- Core Competency Projects
- Leadership Development Program
- Management Leadership Academy
- Outreach
- Peer and Family Advocate Workforce Support Initiatives
- Intern Programs
- License Exam Prep Program
- Medical Education Program
- Employee Scholarship Program
- Mental Health Professional Shortage Area
- Volunteer Services Program
- Employee Recognition Program
- Cradle to Career Pipeline
- Career Pathway Development

Background

- Using one time only funds, the Training Institute was created in 2010 to house WET and provide space to provide trainings
- 3 training rooms and a computer lab were created





RELIAS LEARNING



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Workforce Education and Training Report Fiscal year 2013/2014 Year in Review

Fiscal Year	Attendance	Classes	CEUs	Evaluation (Avg)
FY 10/11	2,723	176	696.25	4.6
FY 11/12	2,460	211	1,938.55	4.53
FY 12/13	1,948	176	1,288	3.8
FY 13/14	3,095	136	939.45	4.6

- 59% increase in attendance in FY 13/14
 - 18% of the additional people trained in FY 13/14 were SABER
- 23% decrease in number of classes in FY 13/14
- 27% decrease in number of CEUs earned in FY 13/14
- 21% positive increase in evaluation scores in FY 13/14

Types of Courses and CEUs Earned

Clinical Trainings

- 5150 Training
- An Awareness Symposium
- Chart Documentation: Case Management
- Chart Documentation: Recovery Model
- Chart Documentation: Assessment/Medical Necessity
- Clinical Supervision
- Clinical Supervision-Skills to Enhance Competencies
- Co-Occurring Disorders
- Cyber Bullying & Social Media
- Drug Medi-Cal Requirements
- Eating Disorders(Family Based Treatment
- Instruction to Spirituality in Behavioral Health
- Integration Strategies
- Law & Ethics for Mental Health and Drug and Alcohol Providers
- Making Psychotherapy Efficient and Effective
- Maternal Mental Health Conference
- Medication-Assisted Treatment for Alcohol and Opioid Addiction
- Methamphetamine: Effective Assessments and Behavioral Interventions
- Moral Reconciliation Therapy
- Motivational Interviewing
- Play Therapy
- Positive Psychology and Psychotherapy
- Post Traumatic Growth and Disability Awareness
- Recovery, Resiliency and Wellness
- TRM I
- TRM II
- Vicarious Traumatization, Vicarious Transformation
- Working in Healthcare

Other Trainings

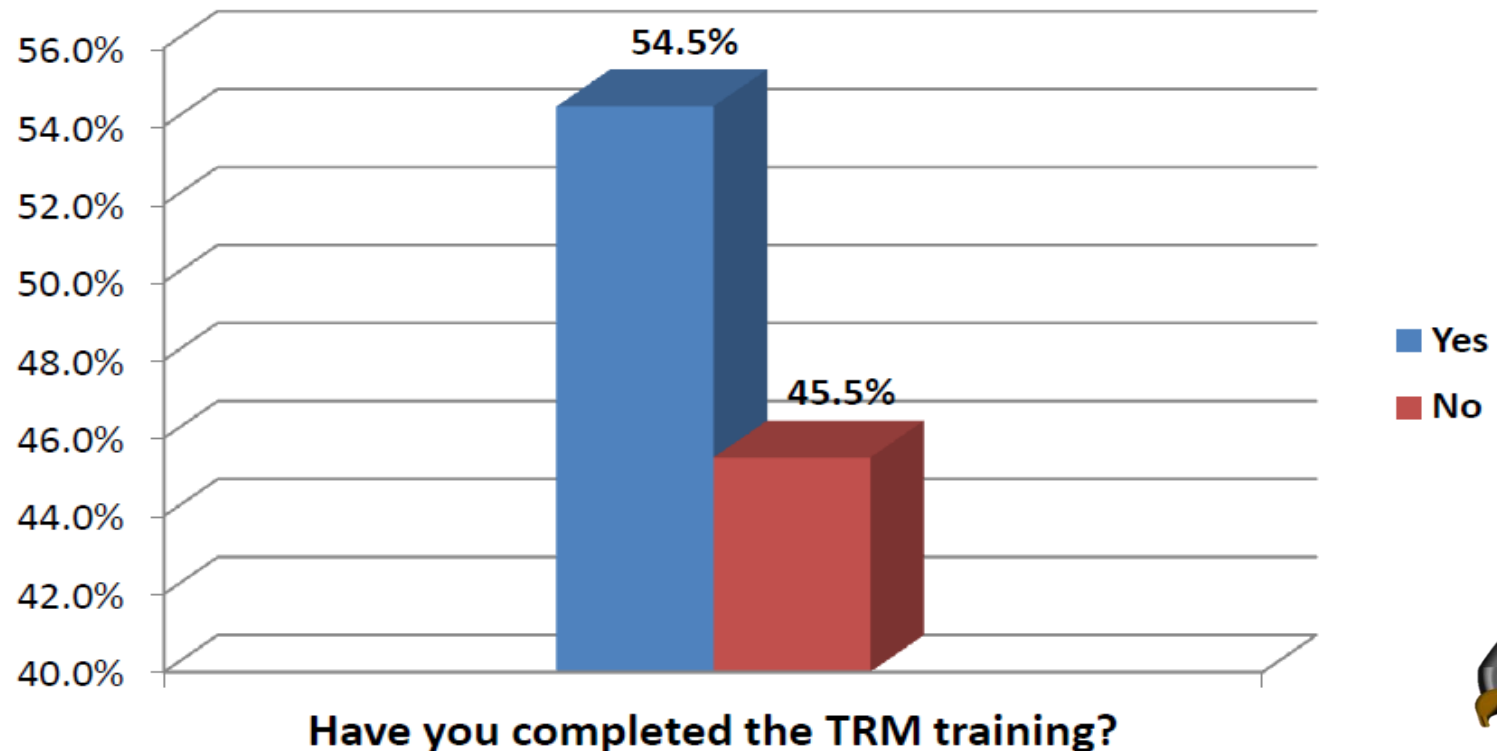
- Assaultive Behavior for Supervisors
- Audit Ready
- CPR/First Aid
- Deaf Sensitivity
- Direct Service Training
- Drug Medi-Cal Certification Application
- Initial Clerical Disaster Response Training
- Initial Direct Services
- Initial Manager Disaster Training
- Mental Health First Aid
- NIMS/SEMS certification
- NIMS/SEMS Training
- NVCI - Initial
- NVCI - Refresher
- SABER Super User Training -VHR
- SABER Super User Training-Managed Care
- SABER Super User Training-Share Care
- SABER Project Team Technical Training
- SQL Training
- One Moment Please/Un Momento Por Favor

CEUs Earned – FY 13/14

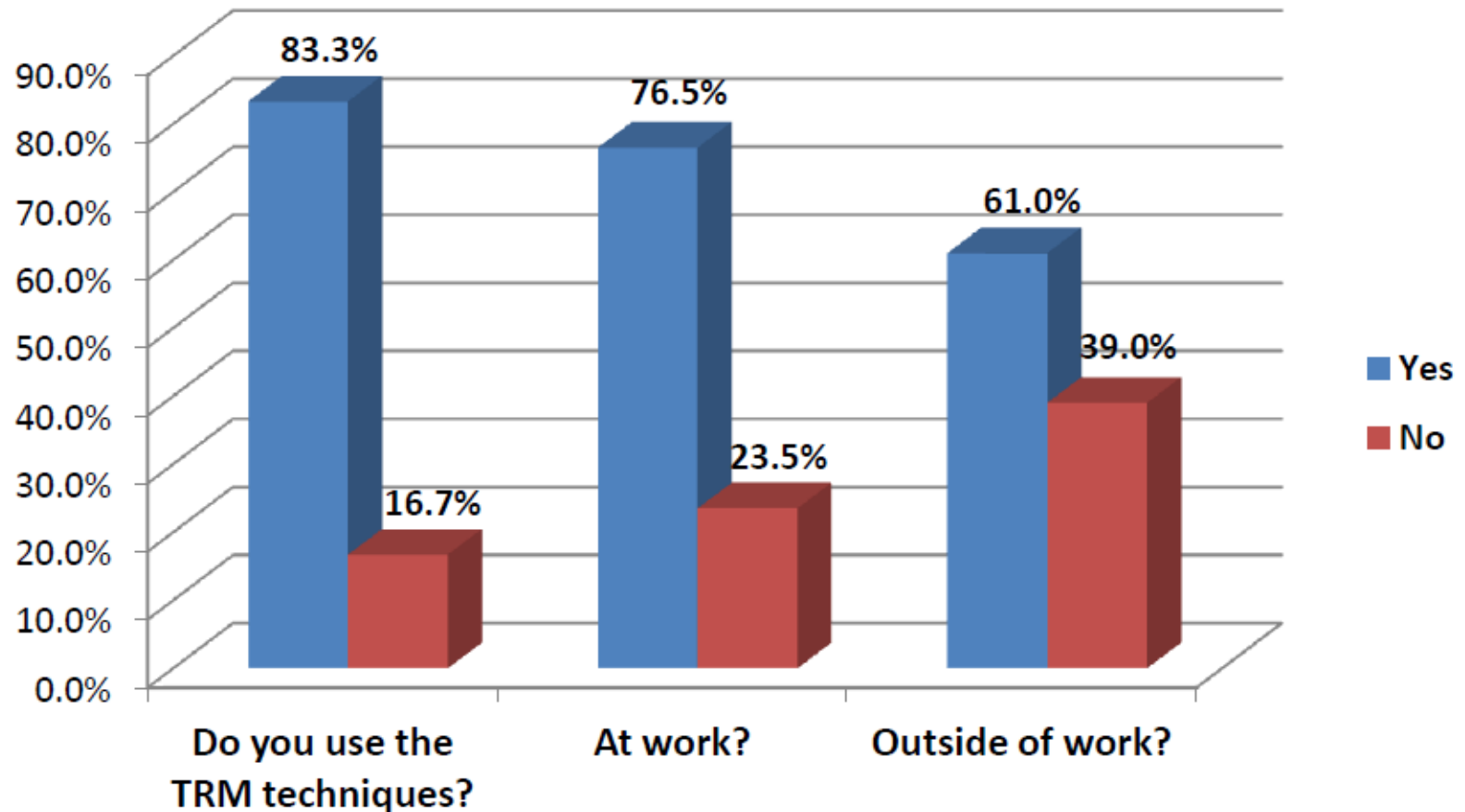
- **APA – 247 Units**
- **BBS – 266.75 Units**
- **CAADE – 142 Units**
- **CBRN – 283.7 Units**

Trauma Resiliency Model Survey 2012

242 respondents answered a series of 9 survey questions.
Provided are some results:

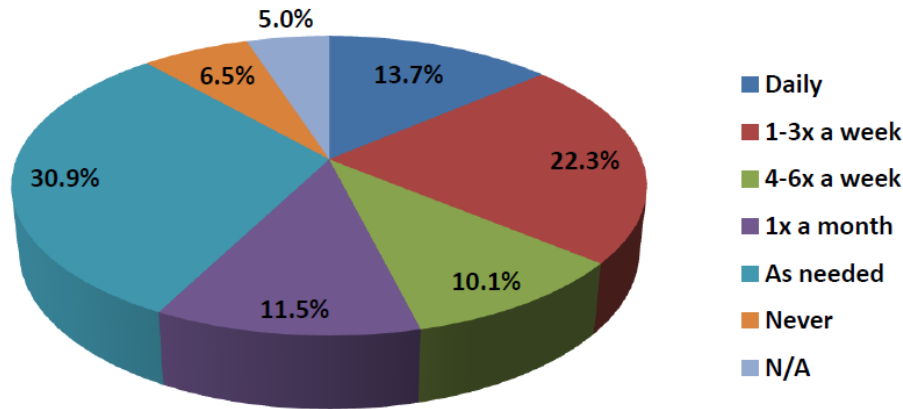


Trauma Resiliency Model Survey 2012

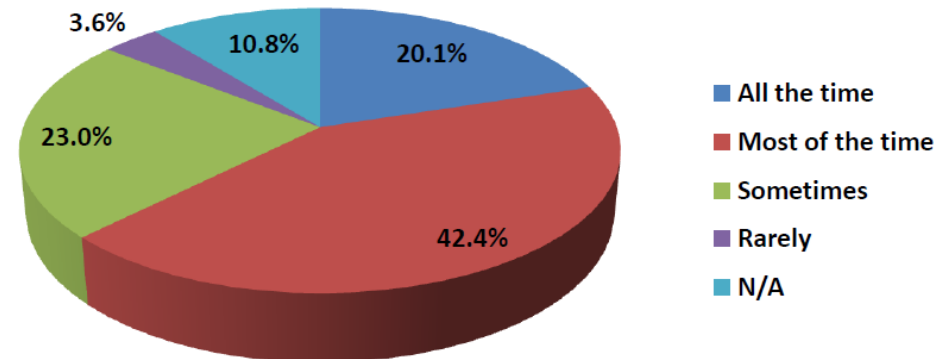


Trauma Resiliency Model Survey

How often do you use it?



Do you find TRM effective?



Core Competency Projects



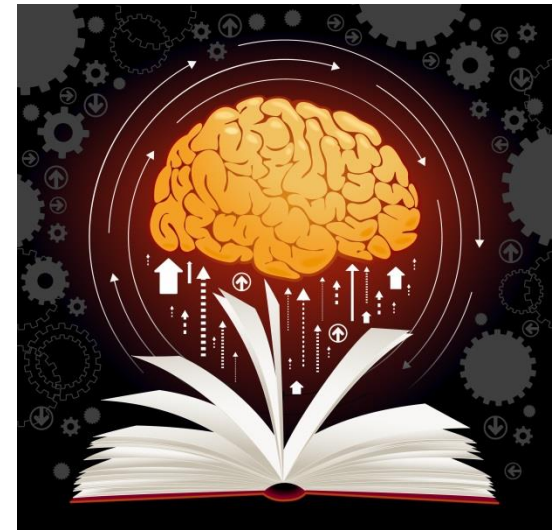
Develop Core Competencies

- School of Social Work at California State University San Bernardino (CSUSB) Report (2007 – 2011)
 - Purpose: To develop training competencies that address wellness, recovery, resilience, and line worker core practice.
 - Sets of competencies were developed and incorporated into a needs assessment survey aimed at clinical staff and their supervisors
- Southern Counties Regional Partnership (SCRCP) Project (2012 – 2014)
 - Purpose: To create a set of core competencies and associated measurable performance criteria for professionals and paraprofessionals.
 - Through a two-phase initiative, identified a set of 12 Core Competencies and associated measurable performance criteria that specify and support the evaluation of the Knowledge, Skills, and Abilities expected of individuals who provide behavioral health services.



Core Competencies for Professional Licensed Clinical Staff:

- Ethics
- Legal and Statutory Mandates
- Clinical Knowledge Base
- Clinical Practice – Documentation
- Clinical Assessment and Intervention
- Collegial and Collaborative Practice
- Reflective Practice and Use of Self
- Recovery, Resilience, and Wellness
- Cultural Competency
- Integrated Behavioral Health Practice
- Professional Development
- Work Management



Core Competencies for Collaborative Behavioral Health Service Providers:

- Ethics
- Legal and Statutory Mandates
- Practice Knowledge Base
- Therapeutic Practice – Documentation
- Therapeutic Evaluation and Intervention
- Collegial and Collaborative Practice
- Reflective Practice and Use of Self
- Recovery, Resilience, and Wellness
- Cultural Competency
- Integrated Behavioral Health Practice
- Professional Development
- Work Management



Leadership Development Program (LDP)

- Implemented in 2011
- Purpose: To develop internal candidates with potential to fill key leadership positions through the following actions:
 - Identification of those staff with the potential to assume greater responsibility within the organization.
 - Provision of critical development experiences to those that can move into key roles.
 - Engagement of current DBH leadership in supporting the development of high-potential leaders.
 - Establishment of an inventory of staff skills sets that can be used to make better staffing decisions for key positions.
- DBH prerequisite for the county's Management Leadership Academy (MLA)
- 2012 NACo Achievement Award Winner



LDP PROMOTIONS

Year in Review

Year	Attended	Promotions	%
2011	11	7	64%
2012	15	6	40%
2013	15	7	47%
2014	16	1	6%

- 57 staff have participated through four cohorts.
- Of those who attended through 2013 almost 50% have promoted
- 65% of the participants represent people of color.
- 13 staff have gone on to participate in MLA

NOTABLE LDP PROJECTS

- Access, Coordination, and Enhancement (ACE)
- Daily Living Activities (DLA) 20/Global Assessment of Functioning (GAF) Scoring Tool Implementation
- Countywide Vision

Outreach to High School, Community College, Adult Ed and Regional Occupational Program (ROP) Students

	2012	2013	2014*	Total*
# of schools visited	21	16	37	74

*As of 12/01/14








Teacher Immersion Program with Regional Occupational Program (ROP)

- In 2010, there were 4 participants from the San Bernardino County Superintendent of Schools ROP
 - Pilot project
- In 2013, there were 13 participants from Colton-Redlands-Yucaipa (CRY) ROP
- Both 3-day immersion programs included
 - DBH overview
 - Visited various DBH facilities



County of San Bernardino
Department of Behavioral Health (DBH) and
Colton, Redlands, and Yucaipa ROP
Presents:

A 3-day immersion program for ROP teachers in the DBH system.		Incorporating Mental Health into existing ROP courses through training and curricula development.	
	Save the date! There are three available weeks: June 17 June 24 or July 1.		

Summer Intern Pilot Program

- Collaboration with Inland Coalition
- 2 High School Students in 2014
 - 120 hour rotation
 - Sites:
 - Mesa Community Clinic – observed children's groups sessions
 - Pathways to Recovery
- 4 High School Students in 2015



Medical Assistant Program

- 3 rotations in 2014
- 6 students total
- 160 hour rotation
- Sites:
 - Phoenix Counseling Center
 - Mesa Community Clinic
 - Vista Counseling Center



Background

- Peer and Family Advocates (PFA) are mental health consumers and/or their family members.
- Created to promote the inclusion of mental health consumers and family members in the mental health system.
- PFA Liaison



Purpose

- Increase the number of PFAs

	Number of PFAs Required as part of Program	Number of PFAs Hired/Employed
Contracted Provider Agency	60	51
DBH	26	22
Total	86	73

*As of February 2013

- Encourage advancement of PFAs

	2008	2011	2013	2014
PFAs Promoted	3	1	1	4

- Provide training to new PFAs following the Intentional Care curriculum

Statewide Peer Certification

- Participated on focus groups
- Peer Certification Summit
- Monthly calls

Once you choose

HOPE,
anything's
possible.
- Christopher Reeve

Purpose:

Provide interns with a quality training experience within DBH that will prepare them to become competent, effective, and ethical clinicians.

Participants:

- DBH and County Employees
- Contract Agency Employees

Disciplines:

- Social Work – Bachelor and Master level
- Marriage and Family Therapy – Master level
- Psychology – Doctorate level
 - One of two county agencies that has an APA accredited Psychology Internship program in California.



Employee Internships

Year in Review

Academic Year	Participated	Promoted	%
2009/10	11	9	82%
2010/11	11	8	73%
2011/12	4	2	50%
2012/13	1	0	TBD*
2013/14	7	0	TBD*
2014/15	5	0	TBD*

* Still in program



Interns Hired

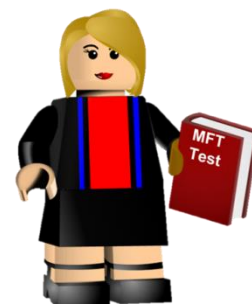
Fiscal Year	% of Pre-Licensed Clinicians filled by DBH Interns
FY 10/11	32%
FY 11/12	54%
FY 12/13	67%
FY 13/14	45%

This is measured by comparing the number of DBH pre-licensed clinicians hired interns vs. non-interns and the number of qualified applications received.

Number of Qualified Applications Received for DBH Positions per Fiscal Year (FY)					
Job Title	FY 08/09	FY 09/10	FY 10/11	FY 11/12	FY 12/13
Pre-Licensed Clinical Therapist, LCSW	37	50	65	92	81
Pre-Licensed Clinical Therapist, MFT	92	82	86	109	112
Pre-Licensed Clinical Therapist, Psychology	27	22	21	23	21

Description of Program

- Assists DBH or DBH contract agency pre-licensed clinical therapist staff to become licensed
- Reimbursement of up to \$1,000 for license exam materials or packages purchased after enrollment in LEPP
- Eligible Exams:
 - Licensed Clinical Social Workers (LCSW)
 - Licensed Marriage and Family Therapists (LMFT)
 - Psychologists
- 2010 NACo Achievement Award Winner



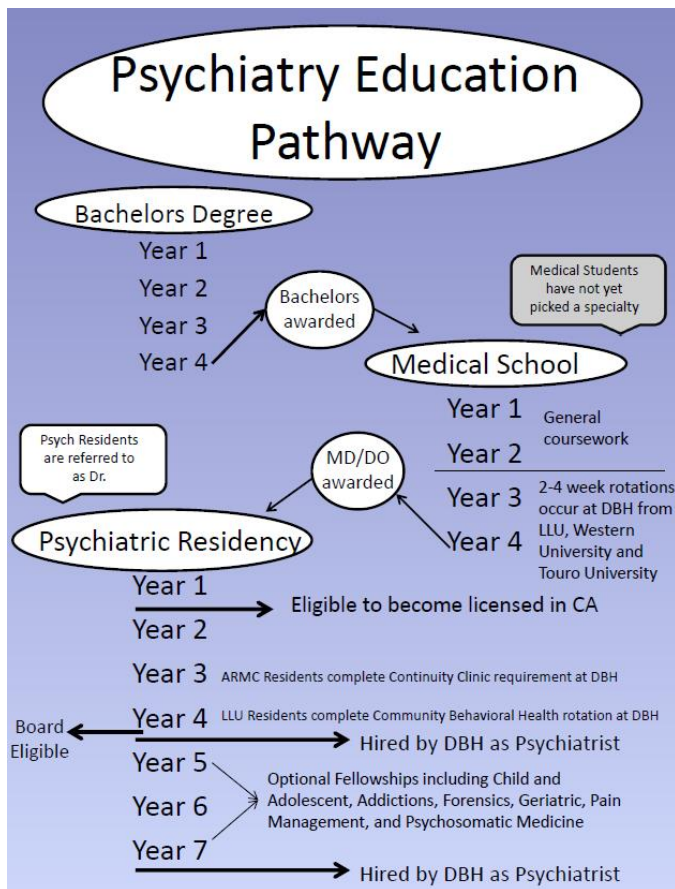
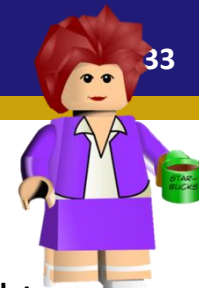
LEPP Stats by Discipline

	% Passed at Least One Test	Licensed	% Licensed
LCSW	58%	28	49%
LMFT	56%	36	49%
Psychologist	33%	7	29%

- DBH has had four (4) LEPP cohorts to date.

Medical Education Program

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Background

- Medical Services Program Coordinator hired to support WET and Medical Services Program
- Duties
 - Coordinator develops the rotation schedule for:
 - Medical Students
 - Family Practice Residents
 - Psychiatry Residents
 - Provide rotation orientation to the Medical Students
 - Assist DBH Psychiatrists with faculty applications for the medical schools
 - Works to expand and further develop the Medical Education Program

Description of Program

- Introduction to community mental health
- Exposure to various programs
- Encouraging a career pathway in psychiatry
- 2 to 4 week rotation

Partners

- Loma Linda University School of Medicine (LLUSM)
- Touro University College of Osteopathic Medicine (TUCOM)
- Western University of Health Sciences (WUHS)

Medical School	Students in 2013	Students in 2014
LLUSM	14	11
TUCOM	1	0
WUHS	6	6
Total	21	17

Description of Program

- Community mental health rotation
- Added support to outpatient clinics
- Encouraging a career pathway with DBH
- 1 to 12 month rotation
- 2014 NACo Achievement Award Winner

Psychiatry Residency	Residents in 2013	Residents in 2014
ARMC	2	2
LLUMC	7	5
Total	9	7

Partners

- Arrowhead Regional Medical Center (ARMC)
- Loma Linda University Medical Center (LLUMC)

Residents Hired after Rotation

	2006	2009	2013
Residents Hired	1	1	5

Description of Program

- Exposed to community mental health
- Learn psychiatric linkage
- 2 day rotation at Mesa Clinic and Community Crisis Response Team – West Valley

Partners

- Arrowhead Regional Medical Center (ARMC)
- Pomona Valley Hospital Medical Center (PVHMC)



Background

- Created to help develop a strong, stable and diverse workforce
- \$25,000 budgeted per year that is distributed amongst the awardees
- Applicants must apply every year



Employee Scholarship Program - Stats

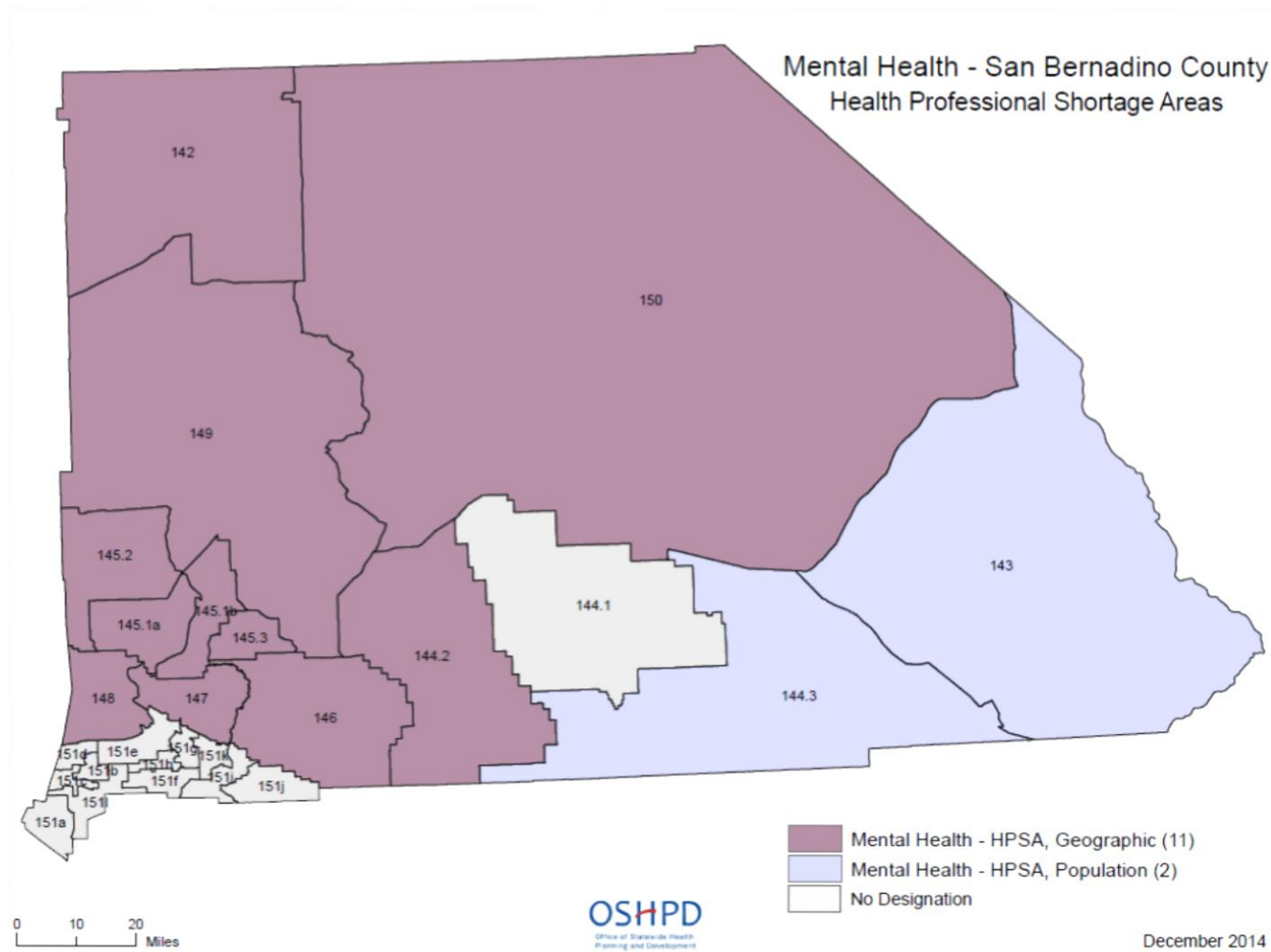
Degrees	2013	2014
Associates	2	0
Bachelors	5	5
Masters	5	6
Total Recipients	12	11

	2013	2014
Awardee Promoted	1	2

Mental Health Professional Shortage Area (MHPSAs):

- Designated by the U.S. Department of Health and Human Services Health Resources and Services Administration (HRSA) as having shortages of mental health providers.
- There are three different types of HPSA designations, each with its own designation requirements:
 - Geographic Area
 - Population Groups
 - Facilities





Loan Repayment Program (LRP)

Program Description

- The NHSC Loan Repayment Program (LRP) provides loan repayment assistance to licensed primary care mental and behavioral health providers who are employed or have accepted an offer of employment at an NHSC-approved site in a Health Professional Shortage Area (HPSA)
- Award Amounts and Service Commitments:

	2 Years Full-Time	2 Year Half-Time
HPSA Score of 14+	Up to \$50,000	Up to \$25,000
HPSA Score of 0-13	Up to \$30,000	Up to \$15,000

- Since 2010 a total of **14** people have been awarded one of the LRP award levels in San Bernardino County

Background

- The volunteer program was established to promote civic and community participation within the department. It encourages consumers, family members, students, and the community to have an active role in the recovery process.
- Statistics

	2012*	2013	2014
Total Volunteers	65	72	80
Total Hours	8,013	5573	7,209
Total Savings	\$211,062.00 ⁺	\$146,793.00 ⁺	\$189,885.00 ⁺

*Includes Clubhouse Volunteers; became separate program in 2013.

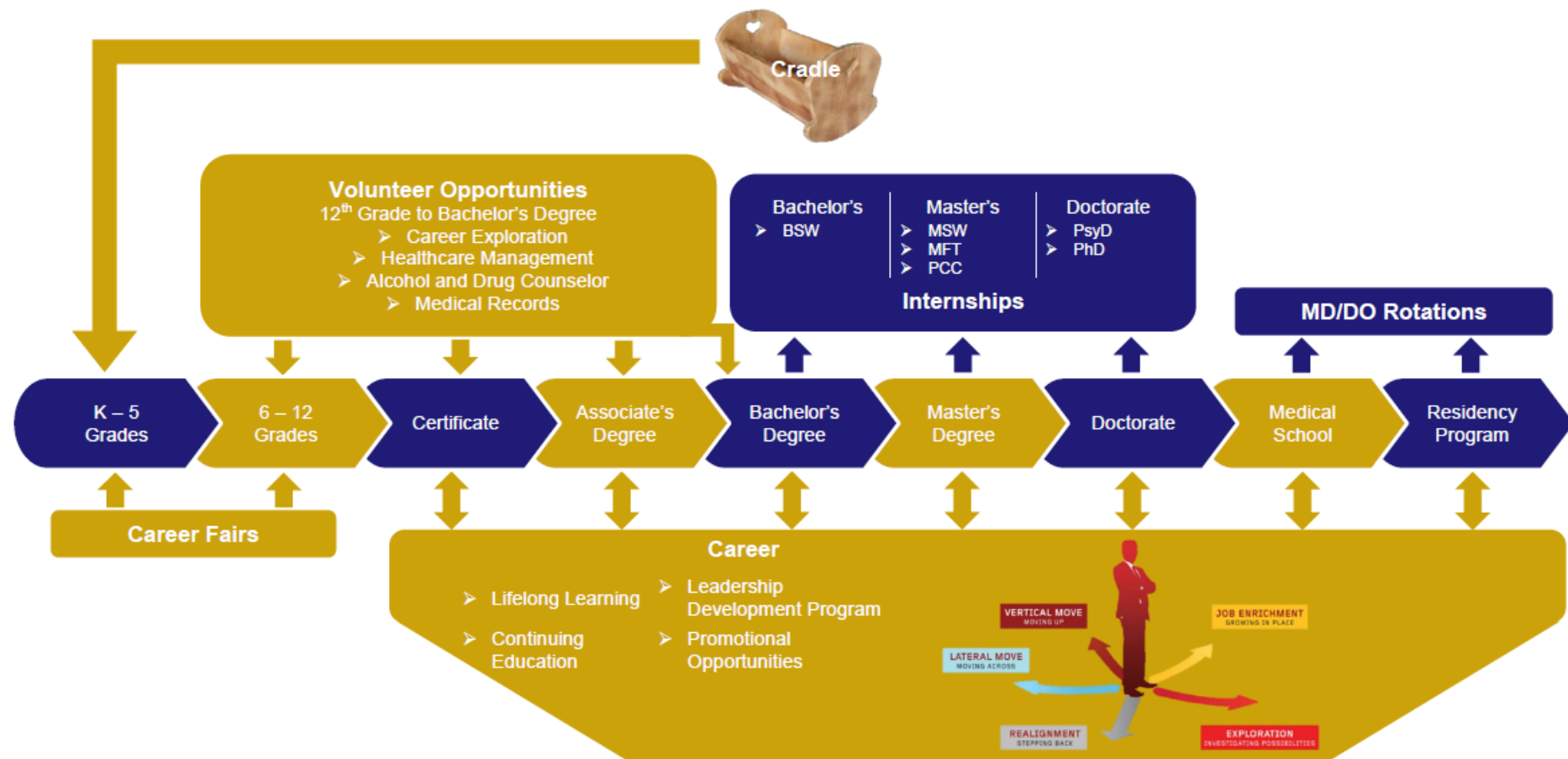
⁺ Savings calculated based on information retrieved from Bureau of Labor.

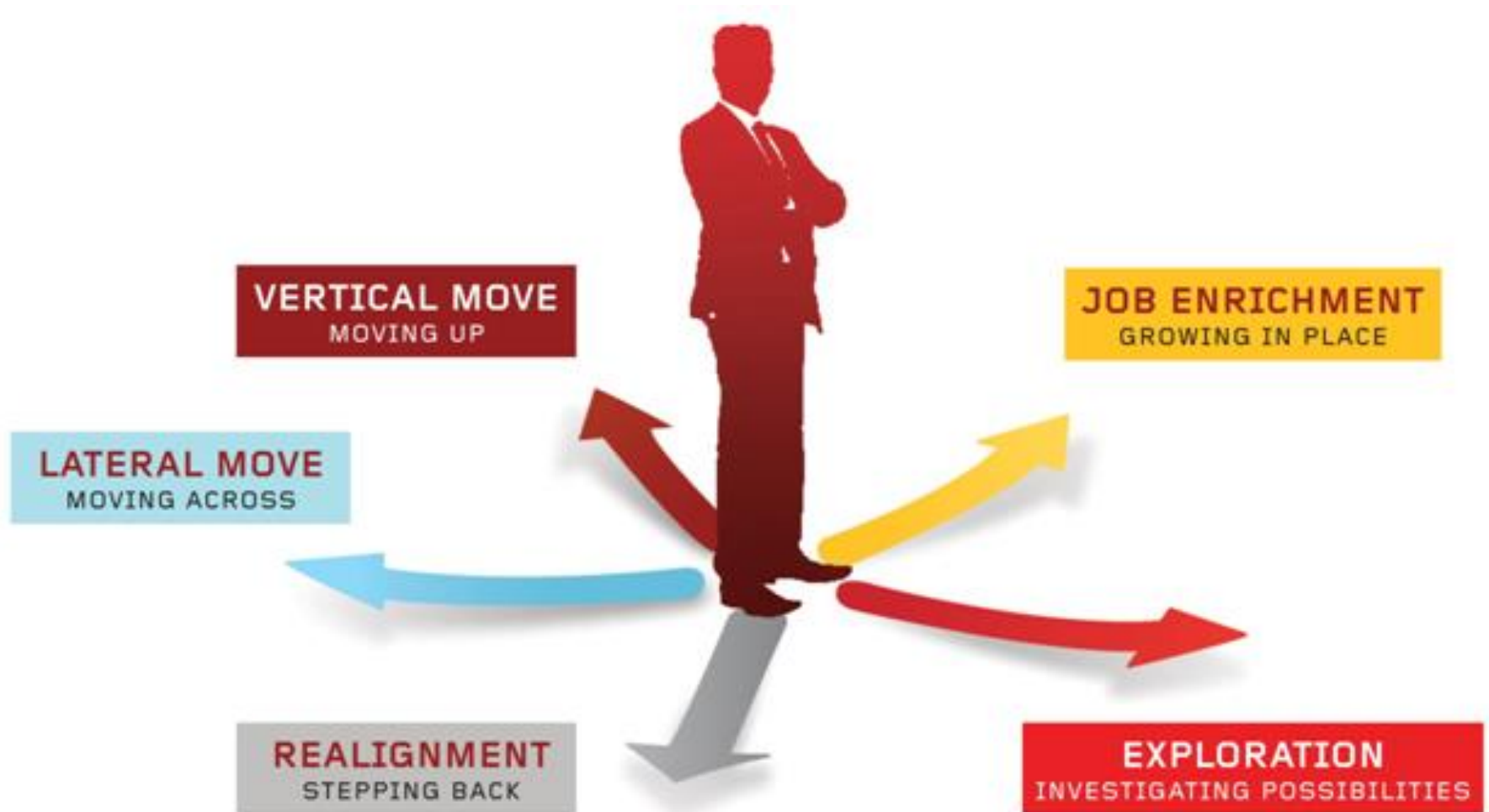


Background

- Created to acknowledge the many hard working DBH staff and DBH programs
- Recognize staff's years of service
- Outstanding program achievements
- Internal Promotions (workforce growth)
- Employee of the Month
- Newly Licensed Staff







Below is a list of future activities WET is planning to do:

- Healthcare Academies
- Psychiatrist residency
 - Add 1 Post Graduate Year (PGY) 3 from ARMC in the next fiscal year
- Child Fellowship
 - Add 1 child psychiatrist fellow from Loma Linda University Medical Center in the next 1 to 2 fiscal years
- Health IT
- Nurse
- Nurse Practitioner
- Physician Assistant
- Medical Assistant
- SABER



Overview of Statewide Initiatives:

- Financial Incentives
 - Mental Health Loan Assumption Program
 - Stipends
- Southern Counties Regional Partnership (SCRCP)

Background

- Managed by the Health Professions Education Foundation (HPEF).
- HPEF is the state's only non-profit foundation statutorily created to encourage persons from underrepresented communities to become health professionals and increase access to health providers in medically underserved areas.
- Supported by grants, donations, licensing fees, and special funds
- Provides scholarship, loan repayment and programs to students and graduates who agree to practice in California's medically underserved communities.
- Approximately 8,776 awards totaling more than \$92 million to allied health, nursing, mental health and medical students and recent graduates practicing in 57 of California's 58 counties.



Background:

- MHLAP was created by the Mental Health Services Act, passed by California voters in November 2004.
- Loan forgiveness program in order to retain qualified professionals working within the Public Mental Health System (PMHS).
- \$10 million is allocated yearly to loan assumption awards.
- An award recipient may receive up to **\$10,000** to repay educational loans in exchange for a 12-month service obligation in a hard-to-fill or retain position within the County PMHS.
- For further information: <http://www.oshpd.ca.gov/HPEF/MHLAP.html>

MHLAP – Historical Statewide Statistics

Fiscal Year (FY)	08/09	09/10	10/11	11/12	12/13	13/14*
Awards	283	309	474	661	1,082	1,301
Applications Received	1,236	1,498	1,009	1,659	1,823	2,123
Counties with Awardees	45	53	51	56	52	57
Eligible Applicants Not Awarded, Lack of Funding	319	574	255	547	173	215

*As of 06/30/14

San Bernardino County – Historical Statistics

Fiscal Year	08/09	09/10	10/11	11/12	12/13	13/14
Awarded	11	12	25	32	55	76

San Bernardino County Statistics

MHLAP Cycle Year 2013	
DBH Staff	44
DBH Contract Agency Staff	32
Total	76

Contract agencies whose staff received an award:

- Desert/Mountain Special Education Local Plan Area (SELPA)
- High Desert Child Adolescent & Family Services Center
- Ontario-Montclair School District Counseling Center
- Pacific Clinics
- San Bernardino County Superintendent of School
- South Coast Community Services
- Valley Star Children and Family Services
- Victor Community Support Services

Background

- To increase workforce capacity
- DBH employees are ineligible

Marriage and Family Therapy (MFT)

- Managed by Loma Linda University Department of Counseling and Family Sciences from 2009 – 2012
- Managed by Inland Empire Marriage and Family Therapy Consortium from 2012 – present
- Up to 8 awardees are chosen each year
- Each awardee receives a stipend of \$18,500

Social Worker (CalSWEC)

- Awardees receive a stipend of \$18,500 if enrolled full-time



Statewide Programs – Stipends

Number of DBH interns that have received stipends:

	FY 2007/0 8	FY 2008/0 9	FY 2009/1 0	FY 2010/1 1	FY 2011/1 2	FY 2012/1 3	FY 2013/1 4	FY 2014/1 5
Interns								
MFT	0	3	6	4	2	1	2	2
MSW	4	3	4	5	6	6	3	3
Total	4	6	10	9	8	7	5	5

Background

- The Southern Counties Regional Partnership (SCRCP) is a collaborative effort that represents many different counties, agencies, organizations, and institutions, all committed to expanding Southern California's public mental health workforce.
- Our goal is to create a workforce that understands and supports wellness and recovery, is culturally and linguistically competent, and includes consumers and family members throughout the mental health systems.
- The ten member counties are Kern, Imperial, Orange, Riverside, San Bernardino, San Diego, San Luis Obispo, Santa Barbara, Tri Cities and Ventura.
- San Bernardino County was the fiscal agent from 2008 to 2014. Santa Barbara County became the fiscal agent in December 2014.
- Website: <http://www.scrpcalifornia.org>




Projects

- Cultural Competencies Project
- Core Competencies
- College & University Majors Database
- JobsInSoCal.com
 - 2014 NACo Achievement Award Winner
- Career Activity Booklet

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Learn More about Peer Support Jobs

Learn More about Social Work Jobs

Learn More about Marriage and Family Therapy Jobs

Welcome

Welcome! This site provides opportunities for those seeking to find or post jobs within the Southern California Behavioral Health field.

The **Behavioral Health Field** includes a wide array of positions aimed at providing mental health and alcohol and other drug services for children, youth, families, adults, and older adults, to improve the quality of life within our communities.

Search

Job Category:

Keywords:

☐ ALL words must be found

City:

Postal Code: or

County:

Population:

Employment Type:

Work Schedule:


Lived Experience Required:

Degree Required: ☐ High School ☐ Associate's ☐ Bachelor's ☐ Master's ☐ Doctorate

Min Salary/Wage:

☐ Per Year ☐ Per Hour

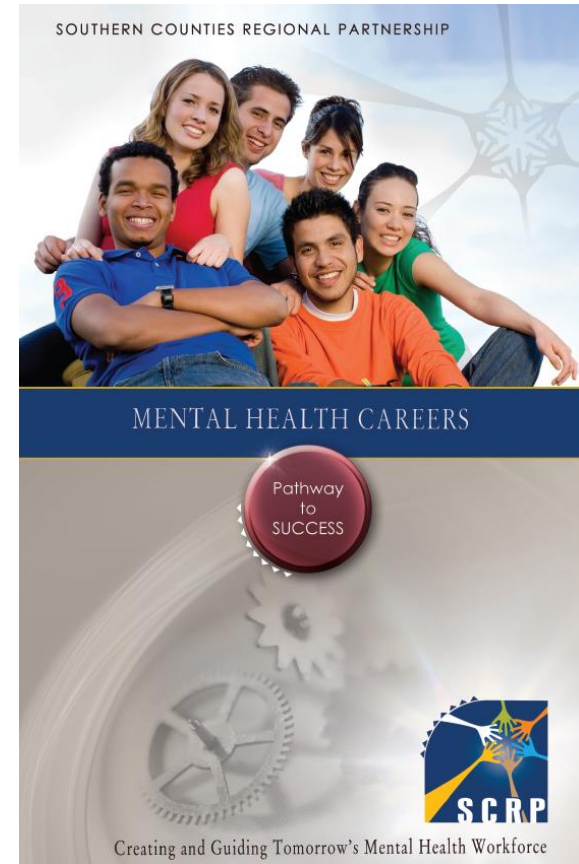
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Career Activity Booklet





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